

~~CONFIDENTIAL~~

OTE 86-1020
13 May 1986

MEMORANDUM FOR: Chief, Plans Staff, DDA

25X1 FROM:

[redacted]
Director of Training and Education

SUBJECT: HAC Questions on FY 1987 New Initiative for
Foreign Language Training

25X1 REFERENCE:

[redacted] telecon, 8 May 1986

1. Question: "What incentive do you offer employees to become proficient in a foreign language?"

Through its Language Incentive Program the Agency provides monetary incentives to encourage employees with a work-related need for languages to achieve and to maintain designated levels of proficiency. The Program also provides incentives to those employees serving in designated positions--mostly overseas--who meet requirements for the regular use of a language at a specified level of proficiency.

2. Question: "Do you have any data that indicates that employees who speak a foreign language are leaving employment at the CIA at a higher rate than those who don't speak a language?"

25X1 Employees who speak a foreign language at the S-3 level (Minimum Professional Proficiency) or better tend to leave employment--primarily through retirement--at about the same rate as those who do not speak a language at S-3 or better. We continue to believe that our shortfall in bringing in new people with language skills, or to keep up with the language learning needs of the Agency population, principally accounts for the approximately one-quarter decline in the percentage of language skills held by Agency employees over the past ten years.



~~CONFIDENTIAL~~

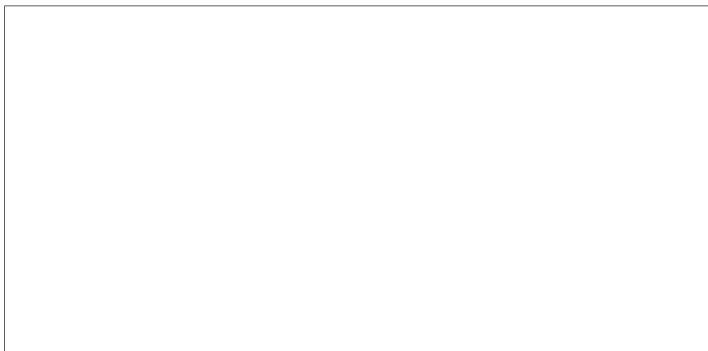
CONFIDENTIAL

SUBJECT: HAC Questions on FY 1987 New Initiative for Foreign
Language Training

3. Question: "To what extent should the funds requested for language training in FY 87 help to overcome CIA's deficiencies in this important area?"

In addition to alleviating the critical shortage of foreign language instructors, funds will help to secure an isolated "total immersion" facility where students work on their language on an around the clock basis. Experience shows that language learning is faster and more effective when individuals use the language intensively in job-related settings. Funds also will permit the development of language "survival" course materials and programs, including modules on personal security, to address the basic needs of hundreds of personnel who otherwise would go overseas without any language capability. In addition, funds will be used to acquire real-time foreign broadcasts and develop and validate language proficiency tests to accurately measure the progress that the Agency is making toward meeting its language goals.

25X1



CONFIDENTIAL

SUBJECT: HAC Questions on FY 1987 New Initiative for Foreign
Language Training

25X1

DDA/OTE

(13 May 1986)

Distribution:

- Original - Addressee
- 1 - DTE Chrono
- 1 - C/PED/OTE
- 1 - OTE Registry
- 1 - C/LTD/OTE

CONFIDENTIAL